

LIBRARY
OF THE

1 SEP 1914



NATIONAL UNION OF TEACHERS.



1913.

LIBRARY
OF THE
UNIVERSITY OF LONDON
1 SEP 1914

NATIONAL UNION OF TEACHERS.

1913

ITS ACTIVITIES ACHIEVEMENTS —AND— ASPIRATIONS.



FOUNDED 1870.

Telegraphic Address:

"CURRICULUM, WESTCENT. LONDON."

Telephone:

GERRARD 2892.

Offices:

BOLTON HOUSE, 67 & 71, RUSSELL SQUARE, LONDON, W.C.

General Secretary:

SIR JAMES YOXALL, M.A., M.P.

Local Secretary—

Fac et Spera.

“**I** PLEAD for the loosing of national education from fetters which hamper and gall; in the name of those who understand the work and do it I claim that education shall be freed from mistrust and mismanagement. Even when a Bureaucracy desires to progress and to perfect, it needs a helping hand at the wheel. We are here to lend that hand, and to influence public opinion in the same direction. That is our right, as citizens and as experts. We shall exercise our right; but if we do so frankly and powerfully, we do it courteously and respectfully also.

“By mistrust in education I mean a certain suspicious and over-regulative attitude, unjust and injurious both to the teachers and the work. School is a place where, if anywhere, the worker in the plastic material of brain and character ought to be free from hindering interferences. We stand for liberty for the teacher to teach.

“The possible Marshal's baton had an elevating effect on the morale of the Napoleonic armies; a future, a vista, a culminating career have everywhere an inspiring force. Why not apply it to the army of teachers? Beautiful platitudes are uttered as to the teacher's work, the teacher's duty; but how can the teacher be expected to encourage enthusiastic love for education in the pupil, when the teacher knows that education as a career has left himself stranded, at an age when men of no more than equal force with himself, but in other occupations, are full sail towards dignities or wealth?

“The reforms we desire are many and weighty, but one by one they are sure to come. Our strong and strengthening Union is becoming irresistible. Combined, organised, faithful, we can do things greater than the great things already done. Amidst the war of systems and the jar of creeds we shall be safe in our phalanx. And the outlook is hopeful; we front the sunrise of the educational day. Let us strive to bring about the realization of that Patmos vision by the great blind English seer, who saw the schools send forth new generations, ‘enflamed with the study of learning and the admiration of virtue, stirred up with high hopes of living to be brave men and worthy patriots, dear to God and famous to all ages.’”

Presidential Address to Conference, Easter, 1892.

375.47
7217.6

19 Ap '15 Z.T.



Central Offices of the Union, Bolton House, 67 and 71, Russell Square, London, W.C.

National Union of Teachers.



OBJECTS OF THE UNION.

- I. To associate and unite the teachers of the kingdom of England and Wales.
- II. To provide means for the co-operation of teachers and the expression of their collective opinion upon matters affecting the interests of education and the profession.
- III. To improve the condition of education in the country, and to obtain the establishment of a national system of education, co-ordinated and complete; also to secure for all Public Elementary Schools adequate financial aid from public sources, accompanied by suitable conditions.
- IV. To afford to the Board of Education, the Local Authorities for education, and other organisations—public or private—which have relation to educational affairs, the advice and experience of the associated teachers.
- V. To secure the effective representation of educational interests in Parliament.
- VI. To secure the compilation of a comprehensive register of teachers, and to promote and extend the influence and dignity of the profession of Teaching. To secure the recognition of the Union as a Diploma-granting Authority.
- VII. To watch the administration and working of the various Education Acts, Codes, Minutes, and Directories: to endeavour to amend their terms and administration when educationally desirable; and to endeavour to secure the removal of difficulties, abuses, and obsolete regulations detrimental to progress.
- VIII. To raise the qualifications and status of teachers and to open to the best equipped members of the profession the higher posts in the educational service of the Country, including the Inspectorate of Schools.
- IX. To promote the welfare of the Teachers' Provident Society and the Teachers' Benevolent and Orphan Fund.
- X. To watch the administration of the Superannuation Act and the Pension Minutes, and to endeavour to secure their amendment.
- XI. To afford advice and assistance to individual members in educational and professional matters, and in legal cases of a professional nature.
- XII. To extend protection to teachers wrongfully dismissed.

What the National Union of Teachers is.



THE Union is neither an Incorporated Professional Institute nor a Trade Union, but it combines the best features of each, with certain functions peculiarly its own. It was in the first instance a "Union" of several Associations of Teachers which had been organised on denominational lines; it is now a Union of Local Associations.

Its supreme authority is the Annual Conference, of over 2,000 Representatives appointed by Local and County Associations, which assembles at Easter.

The Local Associations number 521, and cover every part of England and Wales.

These Associations are also combined in 54 County Associations.

The membership is 78,086 (33,287 men and 44,799 women).

Teachers in Elementary, Secondary, and Technical Schools, Training Colleges and Universities are admitted. (Qualifications for membership stated on page 35.) No one is excluded on account of creed, party, or class of school.

The Union has Federated Associations in the British Colonies, and is connected with an International Organisation of Teachers representing the principal countries in Europe.

General Scope of the Union's Work.



EDUCATIONAL.

I T deals with every aspect and form of public education—primary, secondary, and higher.

It aims at improving and advancing public education. Most of the improvements in Acts, Codes and other Regulations on Education are due, in the first place, to the Union's suggestions and activities.

It enters into recognised relations with every Educational Authority, national or local, statutory or voluntary, great or small.

It is the recognised medium for teachers' communications with Ministers for Education, the Board of Education, Local Education Authorities, Educational Associations, Royal Commissions on Education, Parliament, and the Press.

PROFESSIONAL.

I T deals with every phase of the teacher's professional life and duty.

Through its Local Association Meetings it affords its members opportunities for professional counsel, social enjoyment, formation of friendships, and the acquisition of experience in the conduct of public business.

It affords its members individually the best advice procurable on professional affairs.

It assists individually its members in any difficulties with School Managers, Governors, Inspectors, Local Education Authorities, or the Board of Education.

It supplies a representative, on behalf of a member, at any enquiry held by the Board of Education, by Local Education Authorities or by Managers.

It affords its members help at law if prosecuted, libelled, or otherwise defamed.

It takes mediative or protective steps for members unjustly dismissed or professionally harassed.

It sustains its members who suffer financial loss in defence of professional rights or position when acting in accordance with the advice of the Executive.

It has established a Provident Society enabling its members to obtain at lowest rates annuities and sick and death payments, to accumulate savings, and to purchase their houses. (See p. 42.)

It has established a Benevolent and Orphan Fund which maintains two Orphanages, grants temporary relief and annuities to infirm teachers, and widows of teachers, and renders other beneficent help. (See p. 40.)

It has established an Examinations Board which examines and grants certificates to pupils in Commercial and other subjects, conducts Scholarship Examinations on behalf of Local Authorities, and holds Teaching Diploma Examinations of various kinds. (See p. 44.)

By repeated claims, by representations to the Board of Education and to Members of Parliament, and by resolutions in the House of Commons, it has secured the establishment of a general scheme of Superannuation for certificated Teachers and local service systems of Pensions under several Local Authorities for Secondary, Technical and Elementary School Teachers.

The Union's Strength, Resources and Machinery.



THE Annual Conference in its Public Sessions deals with current educational affairs, and in its Private Sessions with matters relating to the organisation of the Union.

The work throughout the year is carried on at—

1. Meetings held twice a month of the Executive and its Standing Committees for—

Education.
Examinations.
Finance, Press, and General Purposes.
Legal Assistance.
Parliamentary Action and Superannuation.
Tenure of Office and Sustentation of Members.
Union Organisation.

Special Committees are also appointed to deal with special subjects. (See p. 30 for Rural Schools Committee and p. 31 for Secondary Schools Committee.)

2. Monthly meetings of Central Council of the Union's Benevolent and Orphan Fund, with its Committees for—

Finance and General Purposes.
Relief and Loans.
Organisation.
Boys' Orphanage.
Girls' Orphanage.

3. Fortnightly meetings of General Board of Management of the Union's Provident Society, with its Committees for—

Finance and General Purposes.
Life Assurance.
Application.
Sick Pay.
State Insurance
Premium Assurances.

The aggregate accumulated funds of the Union, the Benevolent and Orphan Fund, and the Provident Society, on December 31st, 1912, amounted to £741,040, exclusive of the Orphanages with their furniture and the office furniture and fittings valued at £39,882.

Of these funds :—

£67,783 is for General, Legal, and Parliamentary Work and Sustentation of Members.

£63,452 is for Benevolent purposes.

£609,805 is for Provident Society Benefits.

The Central Office work is conducted by a General Secretary, Assistant Secretary, Secretary to Education Committee, Secretary to Organisation Committee, Secretary to Examinations Board, Managing Secretary to Provident Society, and Assistant Secretary to Benevolent and Orphan Fund, together with the necessary staff of Clerks and Office Boys.

The Local and County Associations hold meetings, private and public, have their own officers and committees; and continuous and effective work is being done by these local agencies of the Union. In many districts Higher Education Sub-Associations or Committees are established in connection with the Local Associations.

Several hundreds of members of the Union occupy seats on Local Education Committees and other bodies engaged in administering, or advising upon the administration of, schools under the Education Act of 1902.

About 5,000 members conduct the work of the Local and County Associations with zeal and ability as honorary officers.

The Union is ably served in the Law Courts by two Standing Counsel, a General Solicitor, and over 400 Local Solicitors.

What the Union has done for Education.



THE Union is the chief organised external force which makes for improvement in the ideals, plans and administration of public education.

The following are some of the many reforms, great and small, due to the initiative and persistent advocacy of the Union :—

Education Acts and Amendments to Education Acts and Factory Acts.

Appointment of Royal Commissions and Select Committees to consider questions of Education.

Adoption of a co-ordinated system of Education, Elementary, Secondary and Higher, under the control of publicly elected authorities.

The extension and liberalisation of curricula.

The abolition of rigid and unnatural classifications of scholars by mere age, and the establishment of flexible, natural, and educational classifications by attainments and capacities.

Improvements in the Regulations concerning Instruction in Singing, Drawing, Physical Exercises, Manual Training, Domestic Subjects, and Needlework.

The reduction of over-pressure on younger scholars.

The establishment of healthier and more reasonable conditions of study in school.

The adoption of satisfactory Schemes of Medical Inspection,

Improvements in the enforcement of school attendance.

Extensions in the school life of children.

Reductions of the " Half-Time " system.



THE CHILD :

The "Half-Timer" whose school life has been lengthened by the action of the Union.
This figure stands in the Board Room at Russell Square.

The provision of facilities for the establishment of Juvenile Employment Bureaux.

Improvements in methods of inspection and examination.

The abolition of universal annual examinations of schools.

The abolition of the examination of each scholar.

A more educational graduation in various branches of the curriculum.

The raising of the standards of proficiency required for exemption of children from attendance at school.

The abolition of the principle of payment according to mechanical results.

The equalisation of grants payable in respect of Infants over 5 years of age, and older scholars.

Reduction in the size of classes, and improvements in the standard of staffing.

Amendments in the organisation and selection of the Inspectorate.

Improvement in the qualifications of teachers.

Restriction of the employment of imperfectly qualified teachers.

Closer similarity of treatment of teachers in Council and Voluntary Schools.

Amelioration in the curriculum and training of pupil-teachers, bursars, and student teachers.

Extensions of facilities for the training of teachers.

The raising of the standard of proficiency required from candidates for the Teacher's Certificate.

(In connection with the training of teachers the Executive have called into conference the highest expert authorities.)

Abolition of an inept Teachers' Register, and legal establishment of powers for the profession to create a proper Teachers' Register.

The new modelling of codes of Regulations for Day and Evening Schools of various types.

Alterations in rules mistakenly laid down by School Boards, Local Education Committees, and other bodies of School Managers.

The election or appointment of experts in teaching on local legislating and governing bodies for Education.

Union Influences at Work in Improving Education.



A FORMER Secretary to the Board of Education is an Honorary Member of the Union.

The General Secretary is a Member of Parliament and was a Member of the late Royal Commission on Secondary Education.

The Secretary to the Organisation Committee is a Member of Parliament, and a member of the Consultative Committee of the Board of Education.

The Secretary to the Education Committee is an elected Member of the London Education Authority and was for 10 years a Member of Parliament.

Two Former Presidents of the Union and the Secretary of the Organisation Committee are Members of the Consultative Committee of the Board of Education. A Member of the Union's Secondary Schools Committee also serves on the Consultative Committee.

Seven members of the Union, appointed by the Executive, are Councillors of the Teachers' Registration Council.

A Former President of the Union is a Member of the Privy Council and Financial Secretary to the Admiralty.

A Former President of the Union was a Member of the Moseley Education Commission sent to the United States.

A Former President is a Member of the Standing Executive Committee of the University of Wales, Member of the Executive to the Central Welsh Board, and a Councillor of the University College for South Wales and Monmouthshire.

A Former President is on the Court of the Bristol University, the Bristol Teachers' Association being named in the Charter as one of the bodies having the right to elect a member.

A former Member of the Executive is on the Central Board of Intermediate Education in Wales, the Court of the University of Wales, and the Court of the University College of South Wales and Monmouthshire.

Under the Education Act of 1902 about 300 Members of the Union have acquired membership of County, Borough, and Urban Education Committees. A large number of them have been selected by the local branches of the Union.

About 200 other members have been appointed members of Advisory Committees to assist Local Education Authorities.

Many members of the Union are acting as Governors of important Educational Institutions, Local Inspectors, or Local Secretaries and Directors for Education.

Each year the principal Regulations issued by the Board of Education, for all types of schools and colleges, are brought together and are published with explanatory notes incorporating all the latest official and legal decisions bearing on educational work. The N.U.T. editions of Official Regulations are largely used by Local Education Authorities, School Governors, Managers and Teachers, and their value as educational works of reference is fully recognised, the opinion of the Editors being often sought on difficult points arising in connection with the administration of the Regulations. (See page 47.)

The Executive of the Union have appointed representatives on the following Outside Bodies connected with Educational work :—

Child Study Society.

Children as Wage Earners' Committee.

Incorporated Association of Secondary School Head Teachers
(Joint Committee on the Training of Teachers).

Joint Committee for the Abolition of Half-Time Labour (London).
Joint Scholarships Board.

League of Empire.

National Union of Women Workers.

Pupil Teachers' University Scholarship Committee.

School Peace League.

Social Welfare Association for London (Children's Committee).
State Children's Association.

Teachers' Guild Modern Languages Holiday Courses Committee.

Victoria League (Executive and Education Committees).

Workers' Educational Association.

The Union is connected with the International Bureau of Teachers, which holds International Conferences on Education, has Annual Meetings for business purposes, and formulates International opinion upon Education.

The Annual Conferences and Local Association Meetings of the Union promote reforms in pedagogic plans and ideals by affording opportunities for the professional discussion of School Method, and for inspection of the best and newest books and apparatus for schools.

In Easter week, while the Annual Conference of the Union is being held, a largely attended Conference of representatives of local Education Committees takes place, and many members and officials of Local Authorities are present during the public sessions of the Union's Conference.

Sectional meetings are held in connection with the Annual Conference, which are attended by the members of Education Authorities and the public, for the discussion of important Educational questions.

The Annual Conference has been attended by deputations from Educational Associations in this country and from Teachers' Associations in Scotland, Ireland, Belgium, Denmark, France, Germany, Holland, Norway, Sweden, Switzerland and South Africa.

Deputations from the Union are sent to Annual Conferences of the teachers in some of these countries, thus tending towards International peace and goodwill, and enabling the representatives to compare educational ideals.

As showing appreciation of the work done by these deputations it may be mentioned that the Government of France have honoured Sir James Yoxall, M.P., General Secretary, with the decoration of "Officier d'Académie de France," and Major Ernest Gray, M.A., L.C.C., Secretary of the Education Committee, with the decoration of "Officier de l'Instruction Publique."

Information on many phases of educational work abroad has been collected, and assistance is rendered to foreign teachers

visiting England for the purpose of inspecting English Schools of various types. So far as possible English teachers travelling abroad are placed in communication with those likely to be able to render them similar assistance.

Deputations are sent by the Union to Congresses, Conferences, and Annual Meetings of Societies and Associations which discuss educational questions.

As proof of the estimation in which the Union's educational work is held by the British Universities, it may be mentioned that :—

The St. Andrews University conferred the degree of LL.D. on Mr. T. E. Heller, Secretary till 1892.

The Oxford University conferred the degree of M.A. on Major Ernest Gray, President, 1894.

The St. Andrews University conferred the degree of LL.D. on The Rt. Hon. T. J. Macnamara, Former President, 1898.

The Cambridge University conferred the degree of M.A. on Mr. T. Clancy, President, and Sir James Yoxall, Secretary, 1899.

The University of Wales conferred the degree of M.A. on Mr. T. John, Ex-President, 1906.

The Leeds University conferred the degree of M.A. on Mr. T. P. Sykes, President-Elect, 1906.

The Oxford University conferred the degree of M.A. on Mr. A. R. Pickles, B.A., President, Dr. T. J. Macnamara, Former President, and Sir James Yoxall, M.A., Secretary, 1907.

The Victoria University, Manchester, conferred the degree of M.A. on Mr. G. Sharples, F.E.I.S., Former President, 1911.

The Sheffield University conferred the degree of M.A. on Miss Isabel Cleghorn, L.L.A., President, 1911.

The University College of North Wales conferred the degree of M.A. on Miss Isabel Cleghorn, M.A., L.L.A., President, 1911.

The Bristol University conferred the degree of M.A. on Mr. Harry Coward, F.E.I.S., Former President, 1912.

In the year 1909 the General Secretary received the honour of knighthood.

NATIONAL UNION OF TEACHERS

ADMISSION FEE AND SUBSCRIPTION.

Information for Treasurers, Secretaries and Local Collectors.

Admission Fee.

The admission fee or re-admission fee* is 5s., with 2s. 6d. for each year since 1906 during which the applicant has been eligible for membership of the Union. (Rule 33.)

The additional admission fee of 2s. 6d. for each year since 1906, under Rule 33 (c), is payable from January 1st of the year following the date of receiving information of having passed the qualifying examination, that is, it is not charged for the year in which the applicant became qualified for membership.

The following table shows the varying admission fees payable in 1914, according to the date of becoming qualified for admission to membership:—

Teachers who left College (July)	Teachers who passed the Acting Teachers Examination (December)	Admission Fee		
		Ordinary	Rule 33 (c)	Total
		s. d.	s. d.	£ s. d.
1913	1912	5 0	nil.	0 5 0
1912	1911	5 0	2 6	0 7 6
1911	1910	5 0	5 0	0 10 0
1910	1909	5 0	7 6	0 12 6
1909	1908	5 0	10 0	0 15 0
1908	1907	5 0	12 6	0 17 6
1907	1906	5 0	15 0	1 0 0
1906 & earlier	1905 & earlier	5 0	17 6	1 2 6

*The re-admission fee of 10s. is now abolished (Conference 1914).

No exception to the rule requiring the varying payments under Rule 33 (c) is made in the case of teachers qualified for membership otherwise than by passing the certificate examination, such as teachers in Secondary Schools, teachers of special subjects, etc.

On re-joining after leaving the profession the additional admission fee under Rule 33 (c) is not charged for the years while out of the profession.

No Admission Fee is payable by :—

(1) A teacher who joins either :—

(a) on or before November 30th of the year in which the qualification for admission to the Union is obtained ; or

(b) at a later date, if such later date fall within the three months immediately after the date upon which the teacher commences work in any school.—Rule 33 (a).

(2) A teacher resuming work in school after having left the profession, if a member at the time of leaving the profession, and rejoining within six months of resuming work in school.—Rule 33 (b).

Note.—The Executive have specially allowed certificated acting teachers (non-members) who enter a training college for one year to be admitted without admission fee on leaving college.

The permission formerly given to women teachers to pay the admission fee by two consecutive annual instalments is now withdrawn.

The ordinary admission fee or re-admission fee of 5s. is retained by the Local Association, but the 2s. 6d. per year payable under Rule 33 (c) must be sent to the office in order that it may be placed to the credit of the Sustentation Fund.

Subscription.

Rates of subscription to the Union exclusive of the subscription to the Local Association.

s. d.

12 0 per annum.—Ordinary Subscription.—This is the annual subscription and instalments are received only as a matter of convenience in collecting.—Rule 34 (a).

6 0 per annum.—Acting teachers who pass the certificate examination. The subscription is 1s. per month from the time of receiving information of having passed the qualifying examination until December 31st, but not exceeding 6s. (Rule 34 (b)). As the examination is held in December and the result received about March or April the subscription in these cases would be 6s.

NOTE.—An acting teacher who has become certificated and whose services are retained as an uncertificated teacher, is required to pay the same subscription as if receiving the salary of a certificated teacher.

1 0 per month from the first of the month following the date of commencing work in school, but not exceeding six shillings.—Newly certificated teachers leaving a training college.—Rule 34 (b).

NOTE. — Temporary work "On supply" is regarded as unemployment.

1 0 per month for the months employed in school, and 1s. for the period of training.—Members who enter a training college in 1914 for one year's training.—Special arrangement sanctioned by Executive.

s. d.

1 0 per annum.—Teachers who have left the profession.
—Rule 34 (*d*).

Teachers resident outside England and Wales.—Rule 34 (*e*).

Members for 1913 who entered a training college that year for one year's training pay 1s. only for 1914.—Special arrangement sanctioned by Executive.

Teachers who are unemployed the whole year on account of illness may be specially allowed to pay the 1s. subscription.—Such members are regarded as complying with Rule 34 (*d*).

No Subscription.—Teachers after completing a training college course who sign an undertaking to pay the proportionate subscription on receiving an appointment are admitted to membership free.—Rule 34 (*b*).

NOTE.—The ordinary certificate of membership is not issued to these teachers, but they are supplied with a special certificate direct from the Offices of the Union, on receipt of the signed undertaking.

What the Union has done to Benefit Teachers.



AMONG the many professional benefits won for teachers collectively, by the Union's influence, may be mentioned—

The revival of Pensions for the older teachers and the extensions of the amount and scope of the Fund for that purpose.

Establishment of a general scheme of Superannuation for Certificated Teachers in the Act of 1898, including Disablement Allowances, State Pensions and Annuities.

On March 31st, 1912, the total ANNUAL amount then being paid was £141,808, as follows :—

	Men	£	Women	£
Disablement Allowances ...	500...	18,262	1,543...	39,219
Annuities and Superannua- tion Allowances ...	1,348...	50,839	1,168...	33,488

Increased Superannuation and Disablement Allowances.
(See page 19.)

Superannuation systems for secondary, technical and elementary school teachers in London and other large local areas.

Freedom secured by Act of Parliament to teachers to serve as Members of Local Education Committees.

Appeal against unjustifiable dismissals.

Freedom from compulsory extraneous tasks.

The abolition of the declaration binding Training College students to serve in a Public Elementary School, and the substitution of an undertaking to serve for a given period in any approved school, thus facilitating the appointment of certificated teachers to posts in Secondary Schools and Colleges.

The satisfaction of the Students declaration by 7 years' service (men) and 5 years' (women) in lieu of 33 years' service previously required when teachers sought to enter other departments of Government service.

Greater facilities for the taking of "University Degree Courses" by Training College Students.

The relief afforded by the reduction of excessive and unnecessary statistical returns.

Freedom from objectionable requirements with regard to the Medical Inspection of Children.

Payment of uniform grant on account of all children over five, thus removing the inducement to promote infants to departments for older scholars at as early an age as possible.

The reduction of requirements in Needlework in rural and half-time schools.

The abolition of the Inspector's power of endorsing the teacher's certificate.

The right of withholding or re-presenting scholars at examinations.

Liberty of classification in Code Subjects and Drawing,

The safety of the teacher's certificate as comprehensive of all obligatory subjects.

The Special Drawing Certificate without examination.

The retention of the right of reasonable corporal punishment by head teachers, and the recovery of the same prerogative for certificated assistants in many localities.

The reduction in the ratio of non-certificated to certificated teachers.

The right of appeal against disastrous reports by Inspectors, and against the suspension or cancellation of Diplomas.

Opposition to undue interference by Inspectors in matters concerning school time-tables, schemes of work, and methods of teaching.

The reduction of the number of scholars in charge of one teacher and general improvement of the staffing regulations.

Freedom under many authorities from secret reports and log book entries in the case of class teachers.

The regulation and partial reform of the Inspectorate.

The appointment of Certificated Teachers as Assistant Inspectors, and Sub-Inspectors.

The appointment of Sub-Inspectors and other Certificated Teachers as Inspectors.

Many instances of increase in salaries caused by public representations of their inadequacy.

Successful intervention in cases of proposed lowering of salaries.

Superannuation Reform

The Union's more recent work in this respect may be summarised under these headings :—

I. Amendment of the Elementary School Teachers (Superannuation) Act, 1898.

The following points have been gained for teachers who were in recorded service on the 31st March, 1912 :—

- (a) Increase of the Government Superannuation Allowance from 10s. to £1 per year of recorded service.
- (b) Increase in the rates of Disablement Allowance from £1 to 30s. in the case of men, and from 13s. 4d. to £1 for women.
These will be provided for entirely at the cost of the State.
- (c) A Departmental Committee has been appointed to enquire if these can be provided for at less cost than £200,000 per year, the credit balances from such annual sums which occur during the earlier years being credited as income for the later years, when the number of pensioners will increase and therefore the cost also.

If the benefits stated above can be so provided and a surplus remain, the Committee is also to consider the application of such surplus to the following purposes :—

- (1) Increase of the 3d. and 2d. per year prior to 1898 for men and women teachers certificated prior to the year 1898, for each year of recorded service up to that date.
- (2) Increase of Pensions and Disablement Allowances for teachers retired under the 1898 Act, before March 31st, 1912.
- (3) Increase of Pensions for teachers who retired before the Act of 1898 passed.
- (4) Opportunity for those who did not accept that Act to do so now.
- (5) Improvement of other of the conditions concerning Disablement Allowances.

II. Earlier Optional Retirement.

The Departmental Committee is also to devise a plan whereby teachers wishing to retire earlier than sixty-five years of age may do so upon the actuarial value of their pension and annuity rights at the date of retirement.

III. Superannuation for Secondary School Teachers.

A promise of a Government Superannuation Allowance on not less than the Elementary School scale of allowance.

IV. Local Complementary Superannuation Systems.

By Union action clauses empowering Local Authorities to pay complementary pensions to teachers, making up amounts equivalent to what they would receive as pension were they not teachers, have been inserted in Local Acts for the following areas : London, Newcastle-on-Tyne, Halifax, St. Helens, Chiswick, and Southport.

What the Union does for Members Personally and Privately.



ADVICE and assistance on matters of Education are given to Members free.

Last year 240 cases were considered by the Education Committee, many of these cases (such as the Supply of Teachers) occupying the attention of the Committee and its Sub-Committees for several months.

Legal advice and assistance on professional matters are afforded Members free.

Such cases may be generally classified as follows :—

- (a) Claims for Salary and Damages for Members.—£6,431 5s. 4d. recovered for Members to December 31st, 1912.
- (b) Alleged assaults by Teachers on Scholars (Corporal punishment).—Generally dismissed.
- (c) Assaults by parents and others on Teachers.—Defendants, in nearly every case, either fined or imprisoned.
- (d) Cases of illegal dismissal.—Generally involving protracted and expensive proceedings in High Court of Justice, yet won for Teachers again and again.
- (e) Alteration of boundaries of local authorities.—Teachers' interests safeguarded.
- (f) Attempted reduction of scales of salaries.—Position maintained in many cases.
- (g) Libels on Teachers.—Verdicts obtained for £500, £400, £150, £100, £50, and many smaller amounts. Apologies obtained and published.

The annual cost of legal assistance to Members is about £8,750.

Forms of Agreement for service are supplied to members free of charge upon application.

The number of cases dealt with by the Law Committee last year at each of its ordinary meetings averaged 120, and in addition advice was given in 908 cases.

Hundreds of cases could be mentioned where professional troubles have come from causes quite beyond the control of the teacher concerned, wherein redress would have been impossible but for the aid of the Union. The following are typical :—

Anxiety Reduced to a Minimum.—After hearing the evidence in a case where a teacher was summoned for punishing a boy after school hours, the chairman said the Bench were of opinion that the case should never have been brought before them, and the charge was dismissed. The plaintiff was ordered to pay 25s. costs. The teacher was defended by one of the standing counsel to the Union. Writing to the Executive afterwards, he said : “I was naturally worried by the affair, but the knowledge that I had only done my duty towards the boy and for the welfare of the school, coupled with the fact that I had the strong support of my managers and the Union behind me, reduced that anxiety to a minimum.”

United we Stand —A parent was summoned for assaulting a teacher. At the first hearing the matter was adjourned in order that the defendant might be legally represented. At the adjourned hearing she was fined 10s. and 43s. 4d. costs. On the following day the teacher was again assaulted by the defendant, who was again taken to court. In this case she was bound over for three months in the sum of £10 and ordered to pay costs amounting to 42s. After the hearing the teacher wrote : “I am exceedingly grateful for the valuable assistance rendered to me, and I think the trouble is now passed. I think it is being realised now that the teacher supported by the N.U.T. is too strong for an individual.” The teacher was advised and represented by the local solicitor throughout these proceedings.

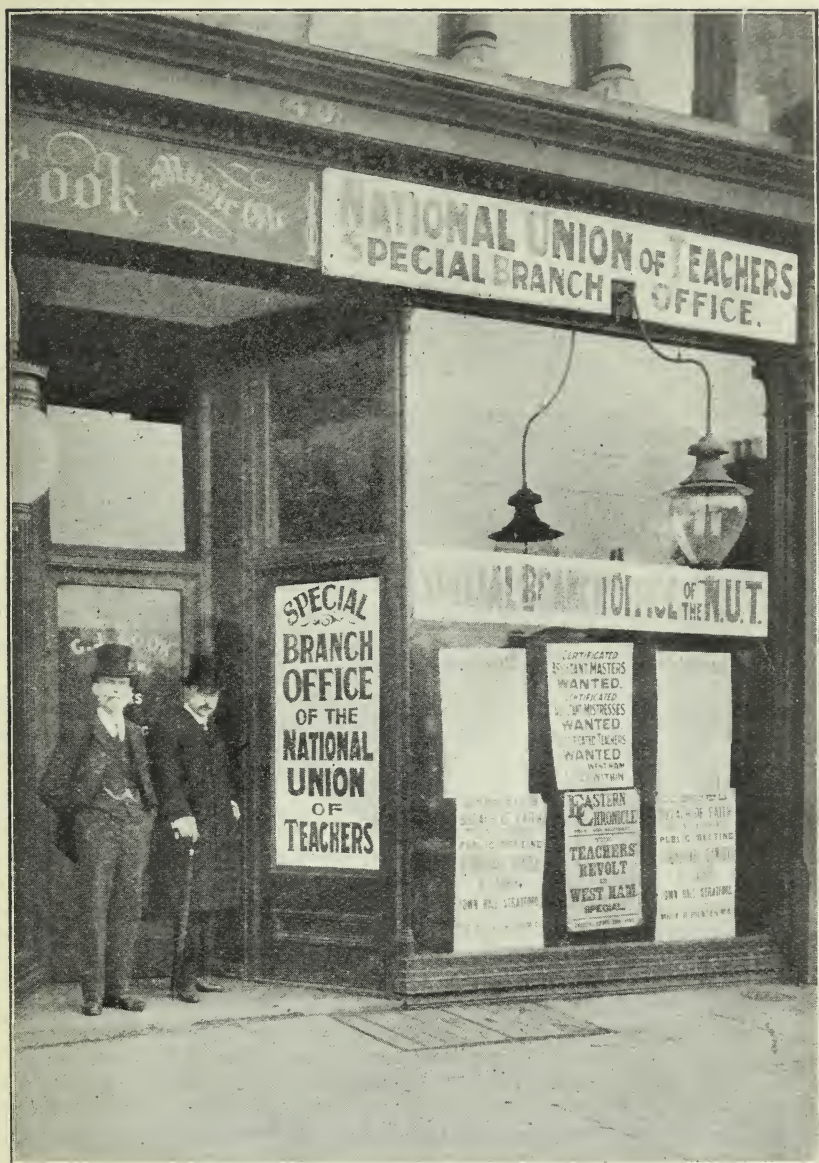
The Result of an Accident.—A mistress had the unpleasant experience of appearing at petty sessions on the charge of assaulting one of her boy scholars. She was defended by one of the Union's standing counsel. In the course of his evidence the boy alleged that he was struck four times with a cane, and that one of the blows, falling on the back of his head, injured his ear. For the defence it was stated that the injury was the result of accident, and, further, that it was of a slight character and not caused by a blow. It was contended that the mistress had the sole power of determining whether the scholar deserved punishment, and if she was convinced of guilt she was justified in punishing. After a long hearing the chairman announced the dismissal of the summons, and remarked that the Bench regarded the injury to the ear as the result of an accident.

The Recreations of a Country Parson.—A vicar published in his parish magazine statements to the effect that certain teachers had threatened children with the loss of their marks for attendance prizes if they were absent from school on the day of a particular Church festival. The members of the

Union concerned denied the allegations and referred the matter to the Executive, who instructed their general solicitor to commence proceedings against the vicar and the printer of the paper. After protracted correspondence and more than one attempt at a settlement, the actions came before the assizes, when the teachers were represented by King's Counsel and the standing counsel of the Union. One case resulted in a verdict for the plaintiff with £75 damages, and costs amounting to more than £150. In the other case an apology was published in the magazine, with the payment of £25 to the teacher and costs amounting to over £70. In both cases the teachers handed over the damages to the B. and O. Fund.

The Constant Shield.—By the fall of a portion of a classroom ceiling an assistant mistress was severely injured in the back. The case was placed in the hands of the general solicitor, who issued a writ against the Authority in order to safeguard any rights the teacher might have, and to prevent the operation of the Public Authorities Protection Act, the case not being reported to the Union until nearly six months after the accident, when it was almost too late to take legal proceedings. Happily these were unnecessary. Seven months after the accident the teacher was permitted by her medical adviser to return to school, but only to work half-time. Three months later she reported that she was frequently compelled to be absent owing to intense pain. Arrangements were then made for the mistress to consult a specialist, who said it was essential that the teacher should not for six months undertake work which necessitated standing. In the meantime sums were offered by the authority to settle the matter, and the teacher, acting throughout on the advice of the Executive, ultimately accepted £75 in addition to arrears of salary. The Executive also rendered assistance in securing a transfer to a more suitable school. From start to finish the case was in hand for three years.

Money Well Spent.—Charges of misconduct were made against a master in letters addressed to his Managers, and, although at an enquiry the charges were not proved, the Authority called upon the teacher to take steps within a specified time to clear his character, or to hand in his resignation. Notwithstanding the fact that the defendants might advance a plea of privilege, the Executive felt that the teacher had no option but to take legal proceedings, and they therefore placed the case in the hands of the general solicitor. After the issue of the writ a letter of apology was received from the defendants, but as the Authority were unwilling to accept this, the prosecution was allowed to go forward. At the trial of the action the teacher was represented by eminent counsel; but, after hearing the evidence, and spending two hours in deliberation, the jury returned to the court, and reported that they were unable to agree. A Sub-Committee appointed by the Authority to deal with the case then visited the school, and suggested that the teacher should resign, but this, acting under advice, he declined to do. The Authority then intimated that in their opinion the teacher should be relieved of further service, either by leave of absence or suspension, until the retrial of the action. On the member's behalf an objection was also raised to this. The retrial, which lasted four days, took place before a special jury, and resulted in a verdict and judgment for the plaintiff, with £250 damages. The jury were unanimously of opinion that the defendants were actuated by malice. Throughout these protracted proceedings the teacher received the constant support of the Executive, and in expressing his thanks said that had it not been for this his tenure would have abruptly terminated long before. The amount expended by the Union in their member's defence was £872.



Special Branch Office, West Ham, 1907.

Action taken in defence of teachers' tenure of office.

In any difficulty involving the tenure of office of a member enquiries are made locally. Mediative or protective steps are taken, and in the event of an enquiry being held by the Local Education Committee or Local Managers a representative of the Union^{es} is sent to advise the member and to appear before the Committee on his behalf. These enquiries are now conducted by most Education Authorities. The Tenure Committee make representations wherever possible to induce other Authorities to adopt a similar course. These efforts have hitherto been attended with great success.

The number of cases dealt with by the Tenure Committee last year at *each* of its ordinary meetings averaged 106. These cases necessitated 332 personal investigations. In addition advice was given in 519 cases.

The following are typical examples of the cases dealt with by the Tenure Committee :—

Appointed to a New School.—Certain Managers dismissed a head master of over thirty years' standing because of the state of things revealed by the evidence given some months earlier at the criminal trial of an assistant. This state of things, the Managers alleged, was due to the head master's lack of supervision, despite the fact that the Government reports for twenty years bore unbroken testimony to his excellence as a teacher. An inquiry was held by the L.E.A. and the master represented by counsel. At the hearing the Sub-Committee endorsed an admission of the Managers that the conduct of the assistant could not have been discovered by the head master except by accident. Nevertheless the Sub-Committee approved the dismissal on the ground of friction, but strongly recommended the master's appointment to a new school to be opened in the neighbourhood. This arrangement was subsequently carried out without the master suffering loss of salary.

Justice at Last.—A teacher had been head master of a Boys' School for sixteen years, when the L.E.A. ordered the organisation of a Mixed School by the amalgamation of the Boys' and Girls' School. The master successfully carried out the scheme of reorganisation, and was then refused the headship of the new school on the ground that his qualifications were not sufficiently high for a school of that grade. The case, which was taken up by the Tenure Committee, was brought before the L.E.A. for reconsideration, with the result that consent to the appointment was refused. A second appeal met with the same response. On the third attempt the master was appointed for a year on probation, and during this time his work was so satisfactory that his permanent appointment was confirmed.

Alleged Indiscretion.—A mistress was accused of indiscretion and requested to resign. The allegation arose from the fact that whilst recovering from an accident she accepted the assistance of a gardener in cycling to and from school. The case was taken up by the Union, with the result that the Managers accepted the teacher's explanation and denied that there was any suggestion of dismissal behind the request.

Satisfactorily Transferred.—Certain charges were made against a rural mistress, and at the L.E.A. inquiry the member was represented by one of the Union's legal advisers. After a hearing of some hours' duration the Sub-Committee found that the charges were not proved, and they declined to recommend consent to dismissal. They further decided that the teacher must remain in charge of the school until a satisfactory transfer could be effected. This was subsequently arranged, and the Tenure Committee granted £10 removal expenses.

An Interim Appointment.—A new school was built to accommodate children who were being taught in condemned premises. The head teacher was not transferred with the children. As the result of Union action the Authority offered him employment until he obtained another headship. Other cases of a similar character in the district were subsequently dealt with by the Authority in a satisfactory way.

Dismissal on Religious Grounds Frustrated.—The head teacher of a Non-Provided School was threatened with dismissal on grounds connected with the giving of religious instruction. An appeal to the Ecclesiastical Authorities resulted in a veto on the dismissal.

Saved at Short Notice.—An assistant was dismissed as incompetent and an enquiry ordered, but notification to Russell Square was delayed until three days before the enquiry. A representative visited the locality and made full enquiries immediately, and counsel appeared at the enquiry, with the result that notice was withdrawn, the teacher allowed to resign voluntarily, and given six months in which to find another post.

Financial Sustentation.

The Union supports members who suffer in defence of professional rights or position when acting in accordance with the advice of the Executive.

Last year sustentation grants were made to members amounting to £3,026, and in the three previous years to £3,983, £3,267 and £4,234 respectively. The grants necessarily vary in individual cases, but members have received as much as £156, £170, £187, £215, £220, £221, £243, £267, £461, £525, and £535.

Members can join the Teachers' Provident Society.
(See p. 42.)

Members and their families may obtain help from the Benevolent and Orphan Fund. (See p. 40.)

Reference Library. Members may obtain, on loan without charge, from the Reference Library of the Union, the best manuals and study-books, interesting volumes of old school books, specimens of new publications, Blue Books, and other works on education. The Catalogue is supplied free to members on application. (See p. 39.)

A "General Information" Department is established at the offices of the Union, and information on educational work in England and abroad, recent Departmental decisions, official interpretations, particulars extracted from Blue Books, Reports, &c., can be obtained by members.

Register of Schools.—A register containing information respecting a large number of schools is kept at the offices of the Union, and when considering a new appointment a member can ascertain whether the register contains information prejudicial to the particular school.

This register contains information as to insufficient staffing, bad management, scant apparatus, unhealthy and unsuitable school buildings and teachers' dwellings, extraneous duties, security of tenure, etc.

Generally a large amount of work is done on behalf of members, and individual assistance is rendered to them, in matters concerning which no public announcement can well be made. Teachers will be able to recognise the meaning of this, however, and they should understand that not a quarter of the Executive's work could be reported unless the whole of each issue of the Union's organ were to be taken up with such reports.

Union Aims Awaiting Achievement.



EDUCATIONALLY.

THE Union desires to secure such improvements in existing Educational Organization as shall lead to the firm establishment of a Complete System of National Education, offering full possibilities in Day and Evening Schools, Colleges, and Universities, for the development of that mental and physical strength which, coupled with high character, makes for perfect citizenship. In working toward the achievement of this object the Union seeks :—

- (1) Greater aid from the Imperial Exchequer in relief of local rates. In distributing such further aid regard should be had to the needs of poor districts and small schools.
- (2) With regard to School Attendance—
 - (a) Strict enforcement of the existing law.
 - (b) Compulsory attendance for all scholars to 14 years of age.
 - (c) Enforcement of attendance at Continuation Schools, with consequent reduction in the hours of labour, where necessary.
 - (d) The establishment throughout the country of Junior Employment Registries to give skilled advice to parents, managers, and teachers in the selection of suitable occupations for children between 14 and 18 years of age, and in the choice of such further course of instruction as will help in qualifying them for future skilled employment.
- (3) Improvement in the Teaching Staff of Secondary and Elementary Schools by the employment of a larger number of duly qualified teachers and the gradual exclusion of unqualified persons. All persons entering the Teaching Profession should be required to furnish evidence of a liberal training, special knowledge of the science of education, and teaching capacity, for the acquirement of which suitable provision must be made in the course of training.
- (4) The elimination of large classes, barrack schools, and combined departments.
- (5) Larger freedom to Local Authorities in the establishment of various types of schools necessary to meet the diverse physical and intellectual conditions of the scholars.
- (6) Such reforms in the Scholarship system as shall secure the right selection of suitable candidates for promotion, and the provision of ample opportunity for the free development of mental activity.
- (7) Recognition of the desirability of securing the services of highly qualified teachers, whether in schools, in the work of inspection, or in the administration of local and central Education Authorities.
- (8) The adequate representation of teachers on Local Education Authorities and other bodies dealing with educational work.

PROFESSIONALLY.

THE establishment of a highly qualified, publicly recognised, independent learned Profession, with emoluments and other conditions of service commensurate with their work for the State.

In seeking this object the Union labours for :—

- (1) Reforms in the system of training, and the adequate regulation of the supply of teachers.
 - (2) That social recognition which is given to members of a profession trained and directed free from State assistance and control.
 - (3) Salaries dependent on qualifications, experience, and efficiency of individual service, and not adversely affected by appointment in Infants' Departments or in Rural schools.
 - (4) Equal salaries for Class Mistresses and Masters working in Mixed or Boys' Departments.
 - (5) Further improvements in Superannuation Act and provision for superannuation of teachers serving in Secondary and other types of schools.
 - (6) Better conditions of tenure for teachers in Secondary schools, and the inclusion in Secondary School Schemes of a clause granting right of appeal against dismissal.
 - (7) The establishment of a Court of Appeal as a safeguard against the unjust dismissal of teachers.
 - (8) Greater freedom for teachers in the formation of schemes of work, particularly needlework, suitable to the educational needs of the school.
 - (9) The removal of unnecessarily irksome conditions of service under some Education Authorities.
-

The "Objects of the Union," as they appear on page 4, have had to be re-stated from time to time, because of past successes in realising the aims of the Union ; but much remains to be achieved.

Indeed, each step forward opens a new horizon, reveals fresh opportunities, and makes other duties manifest.

It was the devoted service of members which made the past successes of the Union possible, and the newer generation of teachers must themselves take up the work, and carry it on to further achievement.

Sections of Teachers.

THE Union does not exist for the special advantage of any one particular class of teacher alone, but offers effective means for ameliorating the condition of all. The record of benefits conferred upon education and the profession applies to all teachers, but there are some particular benefits achieved :—

CLASS TEACHERS.

The Superannuation system has afforded opportunities for earlier promotion.

In the matter of corporal punishment the Union has appealed to school authorities, with the result that many have modified their regulations and granted to all certificated teachers the right to inflict a reasonable degree of corporal punishment.

Prohibitive and impossible regulations have constantly necessitated recourse to the Union's advice and assistance.

Secret reports and log book entries have been condemned by the Conference of the Union, and it is a matter of professional etiquette that the head teacher should show to the class teacher concerned any entry made in the log book on his work. Many Education Authorities now require their head teachers to adopt this course.

The following Scale of Salaries has been adopted by the Union, and efforts are constantly being made to secure that salaries shall not be below the scale :—

METROPOLITAN AND EXTRA-METROPOLITAN CLASS TEACHERS.

Men.—Minimum, £100 ; maximum, £250 ; by annual automatic increments of £5 to £110, and then by annual automatic increments of £10 to the maximum.

Women.—Minimum, £90 ; maximum, £200 ; by annual automatic increments of £5 to £120, and then by annual automatic increments of £10 to the maximum.

PROVINCIAL CLASS TEACHERS.

Men.—Minimum, £90 ; maximum, £200 ; by annual automatic increments of £5 to £100, and then by annual automatic increments of £10 to the maximum.

Women.—Minimum, £80 ; maximum, £160 ; by annual automatic increments of £5 to £110, and then by annual automatic increments of £10 to the maximum.

In determining the initial salary to be paid to any teacher under this scale, full increments should be added to the minimum for years of service rendered by such teacher under any Authority.

Attempts have been made by Local Education Authorities to reduce existing scales and to combine for the adoption of a uniform scale of salaries, which would have the effect in some districts of reducing the maximum salary. The Union is carefully watching such movements, and doing everything which is possible to prevent such interference with existing conditions.

Efforts made to secure a reduction in the size of classes, and the restriction of the employment of imperfectly qualified teachers to the exclusion of certificated teachers, have resulted in the recent adoption by the Board of Education of considerably improved regulations in these respects.

Nearly all the grants for sustentation purposes have been made to class teachers.

Objections successfully made to a Register with two columns, which prevented well-qualified class-teachers now engaged in primary schools from entering the field of higher education.



RURAL TEACHERS.

RURAL teachers, being isolated and scattered, would often be absolutely powerless but for the existence of the Union.

A Rural Schools Advisory Committee has been appointed, consisting of representative Rural School Teachers with members of the Executive.

Efforts made to reduce size of classes, and to improve the character of the staff in Rural Schools, have resulted in the recent adoption by the Board of Education of considerably improved regulations in these respects.

Efforts are being made to improve the salaries of Rural Teachers.

The advantage of local meetings for bringing teachers into close friendly relations with each other is particularly felt in rural districts,

The rural teacher, with his lessened opportunities for consulting colleagues, specially needs individual advice from the Union Office.

Action taken by the Union has secured the representation of rural teachers at Conferences dealing with Rural Education.

The improvements which have taken place in the last thirty years in the conditions under which teachers work in small schools have been entirely due to the Union.



SECONDARY SCHOOL TEACHERS.

THE Union, which was established as the National Union of Elementary Teachers, omitted "Elementary" from its title in 1889, and has since been open to all classes of teachers. It now includes among its members many teachers employed in secondary and technical schools, training colleges and universities. There is no desire to attract teachers of secondary schools from their Secondary School Organisations, but, having decided in such organisations what improvements are needed, the members, if also members of the National Union of Teachers, can use this powerful organisation for securing reform.

Legal and Tenure cases arising in Secondary Schools are constantly being dealt with, and in one Secondary School Tenure case, members of the Union received £575 7s. 3d. as sustentation.

A Secondary Schools Committee in connection with the Executive has been appointed, consisting of representative Secondary School Teachers, members of the Union engaged in schools and colleges of various types, together with members of the Executive. This Committee has prepared a scheme of organisation in order that Members of the Union engaged in higher educational work may have effective machinery for dealing with questions specially affecting their interests.

The Union has already done much to multiply Secondary Schools and to improve the position of their teachers.

The question of Secondary Schools developed from the former Higher Grade Schools, or otherwise, largely staffed by certificated teachers, comes particularly within the purview of the Union.

By the existence of Sub-Associations or Committees of Secondary School teachers established in connection with many of the Local Associations of the Union, the special needs and claims of Secondary School teachers are made

known to the Executive, their claims are formulated, and success in the required direction is furthered. But for the strenuous and tenacious action of the Union, large numbers of ex-Elementary scholars and teachers would have been excluded from Secondary Schools.

In many portions of the Government's Regulations for Secondary Schools, and in such similar regulations as are adopted by Local Education Authorities also, the influence of the Union can be seen, and these regulations are continually watched by the Executive, which frequently puts forth suggestions and efforts for improvement.

The Union's action in the matter of the Teachers' Register has been very momentous for certificated teachers engaged in Secondary Schools.

The following scale of salaries has been adopted by the Union :—

Masters.—£150 to £300 plus, by annual increments of £10.

Mistresses.—£120 to £250 plus, by annual increments of £10. ("Plus" indicates that in cases where Assistant Teachers have special responsibilities, such as those holding positions of Head Assistants, Specialists, etc., they may proceed to a higher maximum.)

The Union urges the adoption of security of tenure, right of appeal against unjust dismissal, and provision for Superannuation of teachers in Secondary Schools.



WOMEN TEACHERS.

WHATEVER advantages the Union has secured for men teachers have been equally applicable to women, and many of the professional advantages secured have particularly given relief to women teachers. Among these are the improvement in the regulations respecting needlework, physical exercises, the issue of a special Drawing Certificate, special concessions to small schools with regard to teaching of drawing, special courses for small schools.

The Union scale of salaries provides that girls' and infants' mistresses of the same professional status working in the same school should be paid the same rate of salary, and that class mistresses working in mixed or boys' departments should receive the same rate of salary as the class masters in the same department.

The Union advocates the retention of girls' schools for women teachers and all possible action is taken to prevent combined departments, which close the door to promotion for women teachers.

The frequent representations made by the Union have resulted in the payment of the same grant on account of all children over five, whether in schools for infants or for older scholars.

Differentiation in the rate of payment was frequently offered by Local Authorities as justification for faulty age classification and for a lower scale of salary for Infant School Teachers.

Ladies' Bureaux exist in connection with certain Local Associations and afford opportunities for ventilating questions connected more particularly with women's work. They also give facilities for social enjoyment and the formation of friendships which prove especially valuable in the case of women teachers.

In the matter of Superannuation it should be noted that while 1,348 men are receiving £50,839 Annuities and Superannuation Allowances and 1,168 women receiving £33,488, the Disablement Allowances are mainly paid to women; recent figures show that 500 men were receiving £18,262 and 1,543 women receiving £39,219 annually. The Disablement Allowances for women commenced in 131 cases under the age of 40, in 418 cases 40 and under 50, in 733 cases 50 and under 60, and in 261 cases between 60 and 65 years of age.

The number of women members of the Union is 44,799; but there are still many women teachers who, though eligible for membership, remain outside the Union.



Growth of the Union.

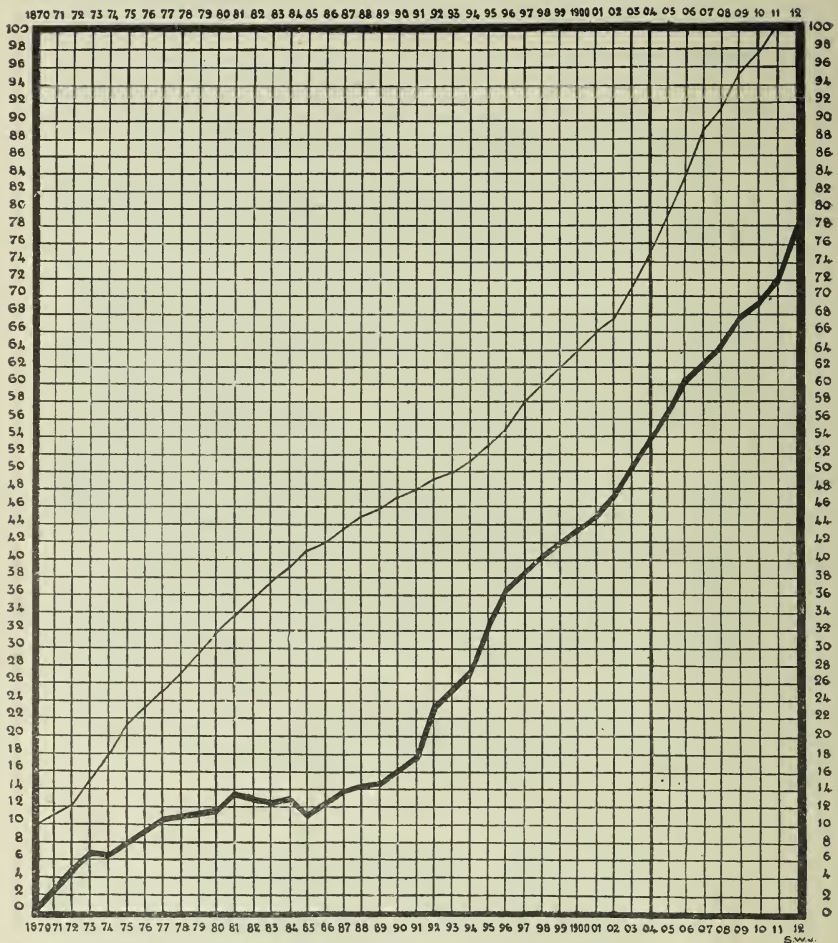
THE history of the Union is a history of success.

During its 42 years of existence the membership has increased in each of 38 years. On four occasions only has the membership shown a small decrease, coincident with an increase in the Subscription.

During the last 27 years there has been a constant annual increase, notwithstanding four increases of Subscription during the period, and the introduction of an Admission Fee.

With the increase of membership the Union has constantly increased its activities and extended its operations.

Membership of the Union compared with the Number of Certificated Teachers, 1870-1912.



Thick line—Members of the Union. Thin line—Certificated Teachers.

The vertical columns of figures represent thousands.

The average annual increase of membership during the last 27 years is 2,480. The increase for 1912 was 5,686, the largest on record.

But this diagram shows that there is still much scope for increases.

Teachers Eligible for Membership.

❶

THE following classes of teachers are eligible for membership of the Union :—

(1) All Teachers on the Staff of—

Public Elementary Schools.
Higher Elementary Schools.
Central Schools.
Special Schools (Physically and Mentally Defective).
Poor Law Schools.
Industrial Schools.
Army and Navy Schools.

provided they—

- (a) Hold the Certificate of the Board of Education (Schedule I. A of the Code), or
- (b) Have the Status of Certificated Teachers (Schedule I. B. of the Code), or
- (c) Are Teachers of Special Subjects who are employed by a School Authority, and who hold a Diploma recognised by the Board of Education. These include Teachers of Cookery, Laundry, Domestic Subjects, Handicraft, &c., as in Schedule III. A., Rules 9, 20, 24 and 35 of Code, and also Teachers of Art.

(2) All Teachers on the Staff of—

Universities.
University Colleges.
Training Colleges.
Secondary Schools.
Day Technical Institutions.
Pupil Teacher Centres and Art Schools.

provided they possess professional qualifications equivalent to those required for admission under paragraph (1).

Wherever doubt exists as to the sufficiency of qualifications the application for admission, with a statement of the applicant's qualifications, must be first submitted to the Executive for their approval.

(3) Teachers Resident Outside England and Wales—

Only the one shilling subscription can be accepted from teachers resident outside England and Wales.

Subscription.



THE annual subscription to the National Union of Teachers, which must be paid through a Local Association, is 12s. a member (with provision for a levy if needed), and, in addition, there is a small subscription to the Local Association, which varies in different districts, but is generally about 2s.

The subscription payable by a teacher for the part of the year ending December 31st in which the qualification for admission to the Union is obtained, is the proportionate part of the annual subscription for each complete month from the time of receiving information of having passed the qualifying examination until December 31st, except that such proportionate part shall not exceed one half the ordinary subscription, and that no subscription shall be payable by a teacher between the time of completing a course of training and the first of the month following the date of appointment to a school. Membership of the Union is recognised during such period of unemployment if the teacher has signed an undertaking to pay the proportionate subscription as above on receiving an appointment,

Teachers who have left the profession may continue their membership of the Union by the payment of a subscription of one shilling annually, and the one shilling subscription only is accepted from teachers resident outside England and Wales, but such members have no claim to benefits from the Legal Assistance Fund or Sustentation Fund. This payment should be made through the Local Association with the local subscription.

For information how to join, application should be made to the Local Secretary, whose name appears on the title page, or to the General Secretary, at the offices of the Union.

Admission Fee.



APPPLICANTS for admission to the Union are required to pay, in addition to the annual subscription, an admission fee of 5s., provided that :—

- (a) No admission fee is required from any Teacher joining the Union either
 - (1) On or before November 30th of the year in which the qualification for admission to the Union is obtained ; or
 - (2) At a later date if such later date fall within the three months immediately after the date upon which the Teacher commences work in any school.
- (b) In the event of a Teacher resuming teaching after having left the profession, the admission fee is not required in the case of those who were members at the time of leaving the profession and who again join the Union within six months of the time of resuming work in school.
- (c) Teachers who have been members of the Union, and who have, after 1894, allowed their membership to lapse, on rejoining are required to pay an admission fee double the amount of the ordinary admission fee ; but it is competent for the Local Association, subject to the approval of the Executive, to accept the ordinary admission fee in any case where they consider the special circumstances justify such relaxation of the Rule.
- (d) On and after January 1st, 1914, every applicant for admission to the Union, who is not exempt from payment of an admission fee, will be required to pay to the Treasurer of the Union, in addition to the fee of five shillings or ten shillings above-mentioned, as the case may be, two shillings and sixpence for each year since 1906, during which the applicant has been eligible for membership of the Union, and this additional amount will be placed to the credit of the Sustentation Fund.

Women Teachers are allowed to pay the admission fee by two consecutive annual instalments.

Why Join the N.U.T.?



B ECAUSE it champions and defends the profession.

Because it advocates and wins Educational reforms.

Because it protects, advises, and aids Teachers in all professional relations.

Because it is the chief organised force for improving the schools.

Because it is the greatest and most influential Organisation of Teachers in the world.

Because nearly all the present improved conditions of school life are due to its efforts.

Because it enables a Teacher to help the children, the schools, and fellow-Teachers.

Because it acts for the well-being of Education with Parliament, the Board of Education, and the Local Education Authorities.

Because it stands for a united profession embracing all grades of Teachers.

Because it seeks the right co-ordination of all phases of educational work, Elementary, Secondary, and Higher.

The life of the Teacher in England and Wales to-day is far brighter, happier, and more comfortable than it would have been but for the Union.

Ease of mind in school, better stipends, retiring allowances, and less uncertainty of tenure are only a few of the Union's fruits.

Every addition to the Union's membership increases its power.

Every abstention from membership is a source of weakness.

Experience shows that no Teacher can be sure that he will never need advice or assistance from the Union.

Gratitude alone ought to prevent any Teacher from standing aloof.

If gratitude fails to produce that effect, a Teacher should reflect that it is unfair to accept benefits and boons towards the cost of which, in membership, money, and effort, he has not contributed.

Reference Library Rules and Regulations.

1. The Library is for the use of all members of the National Union of Teachers.

2. Two volumes may be borrowed at a time and may be kept for a fortnight. This period may be extended, at the request of the members, provided that no other member has bespoken the book.

3. The outward carriage of books will be paid by the Union.

4. Applications should be addressed to the General Secretary and endorsed "Library."

5. Books may be taken out between 9 a.m. and 5.30 p.m. (Saturday, 1 p.m.), and at other times by appointment.

6. Directories and certain Books of Reference may be consulted in the Library.

7. Current periodicals, as under, may be consulted in the Library, When no longer current, they may be borrowed in the same way as books :

Class Teacher.

Education.

Educational News.

Educational Times.

Harbutt's Modelling Monthly.

Head Teachers' Review.

Journal of Education.

Labour-Co-partnership.

London County Council Gazette.

London Teacher.

London University Gazette.

Manual Training.

Monthly Musical Record.

St. George's Magazine.

School Government Chronicle.

School Guardian.

Schoolmaster.

Schoolmistress.

School Music Review.

School World.

Script Phonographic Journal.

Teacher, The.

Teachers' Aid.

Teachers' Times.

University Correspondent.

Woman Teacher, The.

Woman Teachers' World.

The Benevolent and Orphan Fund of the National Union of Teachers.



Accumulated Funds, £95,600.

Annual Income from subscriptions, £25,000.

Total amount expended for Benevolent purposes,
£336,770 8s. 4d.

THIS was established in 1877 for the purposes of assisting teachers in distress and of relieving the widows and orphans of deceased teachers. The following figures summarise the extent to which these objects have been effected during the past three years :

	1910.			1911.			1912.		
	£	s.	d.	£	s.	d.	£	s.	d.
Annuities ...	4,637	0	2	5,084	13	6	5,826	5	2
Home Allowances ...	2,017	13	0	2,046	18	7	2,048	14	7
Temporary Relief ...	9,733	12	2	11,137	3	0	11,569	18	4
Boys' Home...	2,391	13	8	2,288	6	1	2,335	16	1
Girls' Home...	967	1	2	1,058	0	8	1,086	18	8
Special Grants ...	248	8	6	290	14	10	340	10	1
Loans ...	630	0	0	807	0	0	690	0	0
Hospital Letters ...	157	5	6	154	3	0	189	1	0
T. Porter Fund ...	30	0	0	30	0	0	30	0	0
Heller Memorial Fund	4	10	6	4	17	0	2	7	6
Ansell Tribute Fund	—			1	13	0	2	15	9
	<u>20,817 4 8</u>			<u>22,903 9 8</u>			<u>24,122 7 2</u>		



Girls' Orphanage, Sheffield.

The number of cases assisted :—

	1910.	1911.	1912.
Annuities	202	241	249
Home Allowances	164	166	159
Temporary Relief	1,233	1,406	1,460
Boys in Home	63	60	67
Girls in Home	29	35	36
Special Grants	64	60	72
Loans... ..	50	65	52
Hospital Letters	173	170	174
Thomas Porter Fund	10	10	8
Heller Memorial Fund	5	4	2
Ansell Tribute Fund	—	2	4
	<u>1,993</u>	<u>2,219</u>	<u>2,283</u>

Applications for above benefits received from teachers who have been Members of the Union and Subscribers to the Fund naturally receive more generous consideration than those from teachers who have never belonged to either.

That there are still many teachers who do not support the Fund is shown by the following figures ; especially when it is remembered that there are several thousands of members of the B. and O. Fund who are not eligible for membership of the Union :—

	N.U.T. Members.	B. and O. Subscribers.
1906	60,938	48,859
1907	62,161	53,107
1908	64,459	58,006
1909	67,612	61,896
1910	69,073	66,140
1911	72,400	71,000
1912	78,034	73,000 (approx.)



Boys' Orphanage, Sydenham.

The Teachers' Provident Society.

In connection with the N.U.T.

Accumulated Funds exceed £650,000.

Annual Income exceeds £200,000.

85,000 Teachers already Joined.

THIS Society was established by the N.U.T. in 1878 to enable Members of the Union to secure the following benefits at such low rates of contributions as can be obtained only by the Members of one profession rather than by the combination of trades and professions.

Sick Pay from 5/- to £2 per week, to suit all grades of Teachers. Free to Full Benefits after Six Months' Membership. Full Pay for 26 weeks; Half Pay for another 26 weeks; and Quarter Pay for the remainder of the illness. As Sickness comes to all, especially at times of worry and stress of work, it is most necessary to prepare for such a contingency, and this Table affords the opportunity for so doing.

Life Assurances from £5 to £300, at Low Monthly Premiums. Endowment Assurances payable at ages 45, 50, 55, 60, &c., or at the end of 15, 20, 25 or 30 years. All Assurances are with Profits. Assurances also payable at Death only, but the premiums arranged to cease at a stated age, 50, 55, 60, &c. The bonus declared at the last valuation in 1908 was £1 10s. per cent. per annum on all policies. The next valuation will take place in 1913, and policies then in force will participate in the new bonus.

Assurance of Member's Wife or Husband for small sums up to £20. In the event of the Member predeceasing the assured person, he or she is at liberty to continue the assurance. These premiums cease at stated ages.

Assurance of the Return of the Superannuation Premiums in case of demise before the pensionable age, when the whole of the premiums paid to the Government, together with those paid to the Society, are returned to the next of kin.

Pensions from £5 to £52 per annum to become due at ages 50, 55, 60, &c., at the discretion of the Member, and so supplement the Government Pension. All contributions are returned in the event of leaving the Society, or Death before the pension age.

Endowments. Parents desirous of giving their children a good start in life are aware that a considerable expense must be incurred, and this can be provided for by this Table, where small monthly payments may be accumulated to a good lump sum at the end of a number of years, varying from 5 to 25. Any sum up to £200 may be arranged for, and may also be taken up by a Member for his own benefit.

The Deposit Branch ensures Sick Pay from 6d. to 6/- per day, the Member's monthly contribution being equal to that which he decides to receive per day during illness, and a large bonus amounting to nearly 75 per cent. of the contributions is allotted to the Member annually. Eligible to Full Benefit after Six Months' Membership. As Deposits, on which Interest is allowed at the rate of $2\frac{1}{2}$ per cent. per annum on the monthly balances, are accepted in this Branch it is a powerful aid to Thrift.

State Insurance. Immediately on the passing of the National Insurance Act, 1911, the Society took steps to become an "Approved Society" for the purpose of administering the Act, and those teachers who will come under the Act either as "employed" or "voluntary" contributors will find that this Society is able to offer exceptional advantages in connection with this work. Men and women teachers are invited to join, and the Society is open to all grades of teachers who are compelled to come under the Act. Over 50,000 teachers have joined already.

Advances on Freehold and Leasehold Property are made, thus enabling the Members and others to acquire their houses on reasonable terms.

Claims liberally and promptly paid.

Prospectuses and Application Forms may be obtained, Post Free, from the Managing Secretary.

The N.U.T. Examinations Board.



THE Board was established in 1895, and since that time has examined 151,524 candidates in various examinations.

The work of the Board comprises :--

1. Teaching Diploma Examinations.—Woodwork, Needlework, Dressmaking, Music.

2. Commercial and Handicraft Examinations, suitable in the main for pupils whose studies have a practical aim. The Syllabuses are recognised by the Board of Education for Evening School purposes. Silver and Bronze Medals are offered in the Advanced Stages of the various subjects. During 1912 the entries for these examinations were 12,348.

3. Preliminary Group Course Examinations.—The courses are arranged for a period of two years and Examinations are held and certificates granted on the work of each year. The certificates of candidates who pass in all the four subjects (Arithmetic, Drawing, English and Elementary Science) of the Second Year Preliminary Technological Examination are accepted by the City and Guilds of London Institute as qualifying for admission to technological courses which lead up to the examinations of that body.

4. Examinations for the selection of Pupil Teachers and for the award of Scholarships.

5. Special Examinations for Public Bodies.

“The Schoolmaster”



IS the organ of the Union in the Press.

It is edited by Sir JAMES YOXALL.

It is published weekly at 3, Racquet Court, Fleet Street, London, E.C.

It is non-Party and non-Sectarian.

It contains educational news and articles of general interest.

It is the most influential and successful publication of the kind.

It is the chief advertising medium of the kind.

TERMS OF SUBSCRIPTION.

It may be ordered through any Bookseller or Newsagent, or copies can be forwarded by post from the Office at the following rates of prepayment :—One Year, 6s. 6d. ; Half-year, 3s. 6d. ; Three Months, 1s. 10d. ; Single Copy, 1½d.

ADVERTISEMENT SCALE.

	s.	d.
Teachers Wanted—20 words or under	3	0
Teachers Wanted—above 20 words and under 32	4	0
Teachers Wanted—above 32 words and under 45	5	0
Teachers Wanted—above 45 words and under 60	6	0
Every 12 words additional, or under	1	0
Teachers Requiring Schools, and Notices of Association Meetings—		
20 words or under... ..	1	0
Every 12 words additional, or under... ..	1	0

The Address in all cases to be considered as part of the Advertisement.

Extra will be charged for displayed Advertisements.

Discount of 10 per cent. allowed for 6 insertions ; and 5 per cent. for 3 insertions of the same Advertisement if ordered at the same time.

Procurable, for one penny, at any Newsagent's or Newspaper stall, each Friday.

“The Teachers’ Aid”

Incorporating “THE PRACTICAL TEACHER”

IS edited by Sir JAMES YOXALL.

It is published weekly at 3, Racquet Court, Fleet Street, London, E.C.

It is a bright and practical school journal.

It has a circulation of 21,000 weekly.

It is full of useful information and invaluable hints to teachers.

It is helpful to head teachers, assistant teachers, and pupil teachers in the work of schools and in private study.

It gives the right kind of help in the most concise and clear way.

It is brightly written and freely illustrated.

TERMS OF SUBSCRIPTION.

It may be ordered through any Bookseller or Newsagent, or copies can be forwarded by post from the office at the following rates of prepayment:—One Year, 6s.; Half-year, 3s.; Three Months, 1s. 8d.; Single Copy, 1½d.

ADVERTISEMENT SCALE.

	£	s.	d.
Whole page	4	4	0
Half-page	2	5	0
One-fourth page	1	2	6
Per inch in column	0	6	0
Half-inch	0	4	0
Insets, per issue	6	6	0

Discount of 10 per cent. allowed for 6 insertions; and 5 per cent. for 3 insertions of the same Advertisement if ordered at the same time.

The T.A. Exchange Column—Terms: 20 words, 6d.; Additional words, 3d. for 12. All words count.

“The Red Code.”



THE only complete edition (annotated) of the Official Regulations of the Board of Education applicable to all types of Schools and to all grades of Education, from the Infants' Class to the Training College.

Containing the Official Text of the Regulations for Public Elementary, Secondary, Evening and Technical Schools, Schools of Art, and for the Preliminary Education and Training of Teachers, with other official documents required for reference by those engaged in educational work.

Extensively annotated, with numerous cross references and fully indexed.

Including the latest official interpretations and legal decisions on educational questions, with explanatory notes respecting the character of the changes made in the various Regulations.

WALES.—All the Regulations specially applicable to Wales included.

THE MOST COMPREHENSIVE SCHOOL GUIDE ON THE MARKET.

Schedule IV. (I) (d) of the Code states :—“Each School must have the Code of the Board of Education in force for the time being.”

Paragraph (3) of the Prefatory Memorandum Code, 1908, states :—“It is particularly desirable that in all Schools where pupil teachers are employed reference should be made to that body of Regulations ” (*i.e.*, the Regulations for the Preliminary Education of Elementary School Teachers).

Both are included in “The Red Code.” Edited by
Sir JAMES YOXALL, M.A., M.P., Officier de l'Académie (France),
and
ERNEST GRAY, M.A., L.C.C., Officier de l'Instruction Publique (France).

Price 1s. net, post free 1s. 3d. from “The Schoolmaster”
Publishing Co., 3, Racquet Court, Fleet Street, London, E.C.

“The Companion to the Red Code.”



CONTAINING the Board of Education's "Suggestions for the consideration of Teachers and Others concerned in the work of Public Elementary Schools," Latest List of Names, Addresses, and Districts of H.M. Inspectors for Elementary, Secondary, Technical and Evening Schools, Schools of Art, Special Subjects, Training Colleges, &c. (England and Wales); Education Acts, 1902 to 1911, including the educational provisions of the Children Act, 1908, with notes, and other official documents.

Fully indexed, with numerous cross references to Code and other regulations, and extensively annotated throughout.

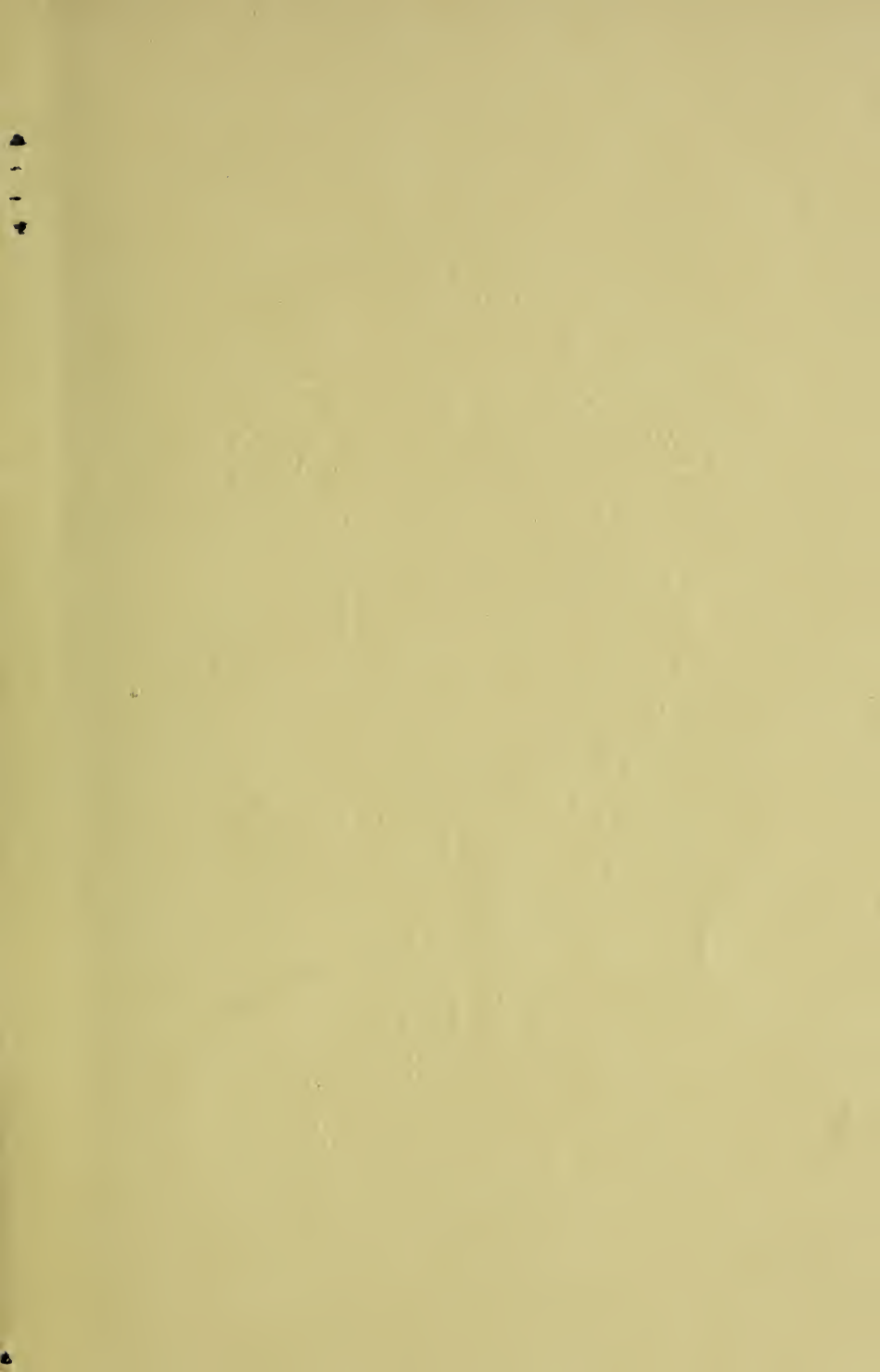
The Board of Education call special attention to the important bearing which the various official publications contained in the "Red Code" and "Companion" have upon the work of a school, and recommend Local Education Authorities to take steps to supply to every school under their control a copy of these documents, which the Board state are calculated to be most useful to the Teachers.

Edited by Sir JAMES YOXALL, M.A., M.P., Officier
de l'Académie (France),

and

ERNEST GRAY, M.A., L.C.C., Officier de l'Instruction
Publique (France).

Price 1s. net, post free 1s. 3d. from "The Schoolmaster"
Publishing Co., 3, Racquet Court, Fleet Street, London, E.C.



UNIVERSITY OF ILLINOIS-URBANA



3 0112 061940455

